W11/991

Area Wage Survey
Waco and Killeen-Temple, TX
July 1991

U.S. Department of Labor
Bureau of Labor Statistics
Summary
August 1991

This summary presents results of a July 1991 survey of occupational wages and employee benefits in the Waco and Killeen-Temple Metropolitan Statistical Areas, which consist of Bell, Coryell, and McLennan Counties. This is 1 of over 110 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade, finance, insurance, and real estate; and selected services. A sample of 96 establishments employing 23,780 workers was selected to represent 295 establishments employing 44,959 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for word processors, word processor supervisors, computer operators, computer programmers, computer systems analysts, drafters, and electronics technicians.

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Table 1. Hourly earnings[1] of selected occupations in Waco and Killeen-Temple, TX, July 1991

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	4.25 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 and over
Accounting clerks	265	7.22	6.82	6.16– 7.91	–	1	6	32	55	48	36	26	15	14	8	12	5	4	3	1	1	2	–	–	–	–
Accounting clerks I	36	6.47	6.10	5.50– 6.95	–	1	2	15	2	6	1	2	1	2	2	–	–	–	–	–	–	2	–	–	–	–
Accounting clerks II	186	7.20	6.75	6.16– 7.70	–	–	6	17	51	36	24	15	12	12	5	11	2	2	2	1	1	–	–	–	–	–
Accounting clerks III	28	8.00	7.21	7.20– 8.37	–	–	–	–	2	4	11	3	2	–	–	1	3	1	–	–	–	–	–	–	–	–
File clerks	20	6.59	5.96	5.79– 7.77	–	1	1	10	–	2	–	3	1	1	1	–	–	–	–	–	–	–	–	–	–	–
File clerks I	17	6.22	5.96	5.74– 6.54	–	1	1	10	–	2	–	3	–	–	–	–	–	–	–	2	–	–	–	–	–	–
Key entry operators	121	6.61	6.00	5.57– 7.28	6	1	13	34	12	19	6	6	6	4	4	1	3	–	–	2	–	–	–	–	–	–
Key entry operators I	109	6.32	5.96	5.57– 6.92	6	1	13	34	12	18	6	6	5	–	1	–	3	–	–	–	–	–	–	–	–	–
Key entry operators II	13	9.04	9.15	– –	–	–	–	–	–	1	–	–	1	4	3	1	–	–	–	2	–	–	–	–	–	–
Messengers	11	5.74	5.42	– –	–	2	4	2	–	3	–	–	–	–	–	1	–	–	1	2	2	–	–	–	–	–
Payroll clerks	37	8.29	8.50	6.88– 9.25	–	3	–	1	2	6	2	2	2	2	9	4	1	–	–	–	–	–	–	–	–	–
Receptionists	8	5.46	4.95	– –	–	4	1	–	3	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Secretaries	214	9.23	8.94	7.75–10.39	–	–	–	4	4	18	16	16	19	38	18	18	10	15	5	16	7	7	2	–	1	–
Secretaries I	71	8.16	8.48	6.83– 9.15	–	–	–	4	4	12	7	4	13	9	3	9	2	2	1	–	1	2	–	–	–	–
Secretaries II	25	9.15	8.70	7.45– 9.95	–	–	–	–	–	2	5	1	1	5	–	5	1	2	–	–	1	2	–	–	–	–
Secretaries III	112	9.77	9.38	8.65–10.94	–	–	–	–	–	4	4	11	5	24	15	4	7	11	3	13	4	5	1	–	1	–
Switchboard operators	19	9.85	11.47	5.53–11.47	–	4	–	4	–	–	–	–	–	–	–	–	–	–	11	–	–	–	–	–	–	–
Switchboard operator-receptionists	72	6.91	6.35	6.00– 7.99	–	–	8	8	23	10	3	4	1	15	–	1	–	–	–	1	–	–	–	–	–	–
Word processors	29	7.98	7.10	6.61– 9.53	–	–	–	2	3	5	2	–	–	1	3	1	–	1	–	2	–	–	–	–	–	–
Word processors I	17	7.28	6.94	6.30– 8.53	–	–	–	–	–	3	2	–	–	–	–	3	1	1	–	2	–	–	–	–	–	–
Word processors II	12	9.06	9.56	– –	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Computer operators	75	9.46	9.26	7.79–11.11	–	–	–	–	–	9	1	3	6	3	9	9	4	7	3	5	7	5	–	2	1	–
Computer operators I	10	7.72	7.93	– –	–	–	–	–	–	3	–	–	3	1	2	1	–	–	–	–	–	–	–	–	–	–
Computer operators II	45	9.41	9.46	7.55–11.11	–	–	–	–	–	6	1	3	2	1	4	6	3	5	2	4	5	2	–	1	–	–
Computer operators III	14	10.45	9.85	– –	–	–	–	–	–	–	–	–	3	–	2	2	–	1	–	1	2	2	–	1	1	–
Computer programmers	60	15.83	16.34	12.43–18.27	–	–	–	–	–	–	–	–	1	–	1	–	–	2	3	1	8	5	1	2	9	6
Computer programmers I	8	11.01	11.91	– –	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	1	3	2	–	1	7	–
Computer programmers II	21	14.06	13.91	11.82–16.34	–	–	–	–	–	–	–	–	1	–	1	–	–	1	3	1	3	2	–	1	2	2
Computer programmers III	26	17.84	18.03	16.73–19.62	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	–	1	2	5
Drafters	46	10.16	10.08	8.75–11.28	–	–	–	–	–	1	1	6	2	6	2	3	2	6	5	–	10	1	–	–	–	–
Drafters III	23	12.84	12.85	12.10–13.58	–	–	–	–	–	–	–	–	–	–	–	–	2	1	2	7	7	3	1	–	–	–
Drafters IV	348	13.46	13.85	12.23–15.53	–	–	–	–	–	–	–	–	12	1	18	22	5	5	7	15	34	79	48	60	29	15
Electronics technicians	59	9.37	9.47	9.12– 9.87	–	–	–	–	–	–	–	–	–	1	17	22	3	1	3	–	–	–	–	–	–	–
Electronics technicians I	234	13.92	13.85	13.00–14.64	–	–	–	–	–	–	–	–	–	–	1	–	2	4	4	15	32	77	42	35	22	–
Electronics technicians II	55	15.86	15.76	15.50–17.05	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	2	2	4	25	7	15
Electronics technicians III	6	13.36	14.12	– –	–	–	–	–	–	–	–	–	–	–	1	–	–	–	–	–	1	1	1	2	–	–
Registered industrial nurses	69	8.24	7.50	7.15– 9.51	–	8	1	–	1	4	7	17	1	10	–	5	3	–	8	2	1	1	–	–	–	–
General maintenance workers	90	13.29	13.79	12.65–14.37	–	–	–	–	–	–	–	–	–	–	3	8	2	–	–	1	13	14	8	1	–	–
Maintenance electricians	42	12.88	13.00	12.43–13.45	–	–	–	–	–	–	–	–	–	–	1	–	4	–	–	–	–	–	–	–	–	–
Maintenance machinists	192	11.72	12.43	9.50–13.52	–	–	–	–	–	–	–	1	4	6	14	20	11	14	6	2	1	42	54	17	–	–	–
Maintenance mechanics (machinery)	9	8.11	7.52	– –	–	–	–	–	–	1	1	–	3	2	–	–	–	2	–	–	–	–	–	–	–	–
Maintenance trades helpers	87	12.28	13.53	10.50–13.53	–	–	–	–	–	–	–	–	–	7	5	3	1	1	5	5	4	9	41	2	–	4
Motor vehicle mechanics	11	12.37	13.76	– –	–	–	–	–	–	–	–	–	1	–	1	1	–	–	2	–	–	–	3	2	1	–
Tool and die makers																										

See footnotes at end of table.

Table 1. Hourly earnings[1] of selected occupations in Waco and Killeen-Temple, TX, July 1991 —Continued

Occupation[2]	Number of workers	Hourly earnings (in dollars)[3]			Number of workers receiving straight-time hourly earnings (in dollars) of —																				
		Mean	Median	Middle range	4.25 and under 4.50	4.50 – 5.00	5.00 – 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 13.00	13.00 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00	18.00 and over
Guards	94	7.06	6.21	4.75– 8.96	17	8	–	20	5	6	–	11	1	5	2	3	–	5	2	5	4	–	–	–	–	–	–
Guards I	86	6.87	5.78	4.50– 7.80	17	8	–	20	5	6	–	8	1	1	2	2	–	5	2	4	4	–	–	–	–	–	–
Janitors, porters, and cleaners	436	5.83	5.22	4.25– 6.54	124	58	8	5	74	119	7	1	5	5	–	7	20	3	–	–	–	–	–	–	–	–	–
Order fillers	207	6.22	6.00	5.50– 6.58	2	11	28	32	68	17	8	29	12	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Power-truck operators:																											
Forklift operators	430	7.28	6.75	5.55– 9.13	–	52	42	38	55	47	17	27	35	9	37	18	7	46	–	2	–	–	–	–	–	–	–
Shippers	93	8.00	7.50	6.10–10.15	–	–	12	2	15	4	13	5	8	–	–	–	35	–	–	–	1	–	–	–	–	–	–
Shippers and receivers	90	8.66	8.05	7.00– 9.99	–	–	–	–	1	21	6	11	10	10	7	3	–	–	10	10	–	1	–	–	–	–	–
Truckdrivers	387	10.96	11.17	6.51–16.56	–	1	20	17	25	52	28	15	9	16	–	1	6	5	2	–	10	83	2	–	94	4	–
Truckdrivers, medium truck	175	13.74	16.56	12.05–16.56	–	1	2	3	9	7	3	2	2	3	–	1	–	4	2	–	5	38	2	–	94	–	–
Truckdrivers, heavy truck	73	7.46	7.25	6.81– 8.23	–	–	10	2	1	18	18	6	4	12	–	–	–	1	–	–	5	–	–	–	–	–	–
Truckdrivers, tractor-trailer	139	9.29	7.00	6.25–13.49	–	–	8	12	15	29	9	7	–	1	–	–	6	–	–	–	–	48	–	–	–	4	–
Warehousemen	588	8.82	9.88	6.85–10.15	–	–	3	63	34	48	25	18	33	8	57	66	146	74	9	3	2	1	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 7 at 18.00 to 19.00; 5 at 19.00 to 20.00; 3 at 20.00 to 21.00; 2 at 21.00 to 22.00; and 3 at 22.00 to 23.00.

Table 2. Annual paid holidays for full-time workers in Waco and Killeen-Temple, TX, July 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	3	(1)
In establishments providing paid holidays	97	99
Number of holidays:		
1 holiday	1	-
2 holidays	1	-
3 holidays	-	1
Plus 4 half days	1	-
4 holidays	(1)	(1)
5 holidays	6	3
6 holidays	8	18
7 holidays	16	14
Plus 2 half days	(1)	1
8 holidays	12	7
9 holidays	17	30
10 holidays	11	17
11 holidays	20	8
12 holidays	3	(1)
13 holidays	3	(1)
Average number of paid holidays where provided (in days)	8.6	8.3

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Waco and Killeen-Temple, TX, July 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	1	(*)
In establishments providing paid vacations	99	99
Length-of-time payment	97	99
Percentage payment	2	(*)
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	5	7
1 week	18	42
1 year of service:		
1 week	57	25
Over 1 and under 2 weeks	3	-
2 weeks	38	75
2 years of service:		
1 week	17	7
2 weeks	79	88
Over 2 and under 3 weeks	2	2
3 weeks	-	3
3 years of service:		
1 week	3	2
2 weeks	93	93
Over 2 and under 3 weeks	1	-
3 weeks	1	5
5 years of service:		
1 week	1	(*)
2 weeks	83	47
Over 2 and under 3 weeks	3	(*)
3 weeks	30	50
Over 3 and under 4 weeks	1	2
10 years of service:		
1 week	1	(*)
2 weeks	21	12
3 weeks	69	81
Over 3 and under 4 weeks	2	(*)
4 weeks	6	7
15 years of service:		
1 week	1	(*)
2 weeks	17	10
3 weeks	32	53
Over 3 and under 4 weeks	1	-
4 weeks	47	34
Over 4 and under 5 weeks	1	2
20 years of service:		
1 week	1	(*)
2 weeks	17	10
3 weeks	19	33
4 weeks	43	50
Over 4 and under 5 weeks	5	1
5 weeks	14	5
25 years of service:		
1 week	1	(*)
2 weeks	17	10
3 weeks	18	32
4 weeks	30	40
Over 4 and under 5 weeks	2	(*)
5 weeks	26	16
Over 5 and under 6 weeks	3	-
6 weeks	3	(*)
30 years of service:		
1 week	1	(*)
2 weeks	17	10
3 weeks	18	32
4 weeks	26	40
Over 4 and under 5 weeks	2	(*)
5 weeks	24	16
6 weeks	9	1
Maximum vacation available:		
1 week	1	(*)
2 weeks	17	10
3 weeks	18	32
4 weeks	26	40
Over 4 and under 5 weeks	2	(*)
5 weeks	24	16
6 weeks	9	1

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service.

[2] Less than 0.5 percent.

[3] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Waco and Killeen-Temple, TX, July 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	96	99
Life insurance	90	96
Noncontributory plans	78	94
Accidental death and dismemberment insurance	71	82
Noncontributory plans	58	77
Sickness and accident insurance or sick leave or both	78	89
Sickness and accident insurance	55	32
Noncontributory plans	50	28
Sick leave (full pay and no waiting period)	39	81
Sick leave (partial pay or waiting period)	8	2
Long-term disability insurance	17	48
Noncontributory plans	17	44
Hospitalization, surgical, and medical insurance	89	91
Noncontributory plans	53	42
Health maintenance organizations	37	55
Noncontributory plans	–	4
Dental care	60	60
Noncontributory plans	34	32
Vision care	20	22
Noncontributory plans	8	8
Alcohol and drug abuse treatment	82	91
Noncontributory plans	51	39
Hearing care	14	5
Noncontributory plans	5	1
Retirement plans	78	87
Noncontributory plans	64	60
Pension	55	55
Noncontributory plans	54	53
Lump sum	52	74
Noncontributory plans	14	13
Other	–	–
Noncontributory plans	–	–

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Federally required plans such as Social Security and railroad retirement are excluded. Benefit plans legally required by State governments, however, are included.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Waco and Killeen-Temple, TX,[1] July 1991

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	295	98	44,959	100	33,211	4,852	23,790
Manufacturing	50	81	30	19,251	43	13,961	1,908	13,027
Nonmanufacturing[6]	50	214	68	25,708	57	9,250	3,344	10,763

[1] The Waco and Killeen-Temple Metropolitan Statistical Areas, as defined by the Office of Management and Budget through October 1984, consist of Bell, Coryell, and McLennan Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

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